Personal Development Plan

The Personal Development Planning requirement. This opportunity runs parallel to the scheduled course and provides an opportunity for each student to generate a long-term program that establishes clear holistic objectives for both personal and professional development. The program requirements include mapping out a developmental program while stating concrete ways to achieve results. It may include any leader competencies that clearly support upward mobility and development in a professional context but that are not regularly prioritized in many organizations. Examples include self-awareness, confidence, trust, judgement, and communication. The personal development requirement requires students to synthesize and integrate existing leadership capacities with newfound competencies acquired during the FELD program. It provides a contextual framework and the necessary challenge to self-connect FELD program objectives with practice. Rooted in competency-based learning, Personal Development Planning yield long term benefits for both student and their organization. Well-crafted and implemented personal development programs result in professionals who:

- Provide a source of self-awareness, confidence, and adaptable leaders for the future.
- More clearly recognize the connections between professional and personal skills and attributes.
- Act as a catalyst for organizational improvement within their Agency.
- Are better able to see the impacts of long-term planning through the lens of daily activities.

Student Requirements
- Assess current individual strengths and developmental needs given internal class and external assessments and feedback.

- Design a Developmental Program that demonstrates feedback and evaluation measures.

- The Program must clearly describe the specific developmental shortfalls to be addressed and a measurable level of improvement for each shortfall.

- Demonstrate the ability to create developmental opportunities for self.

- Develop and document a Program that leverages one or more trusted colleagues, supervisors, mentors, or coaches from within the student's organization.

- Each student must schedule and present at least one 15-minute update to the cohort. Each update will be assessed as a public speaking opportunity with the accompanying rubric.

- Demonstrate the integration of self-development and organizational improvement within the student's organization.

Overarching Goals

•Demonstrate personal and intellectual growth during the FELD program

•Practice key leadership and developmental attitudes, behaviors, and principles within the student's organization

•Leverage collaboration with colleagues, supervisors, mentors, or coaches from within the student's organization as an opportunity for personal development and organizational improvement.